



## Triple Play Pay Program

Effective March 13<sup>th</sup> 2023

### **(1) \$5,000 Sign-on Bonus (Lease Purchase Only)**

- The \$5,000 will be paid as follows:
  - \$500 Payment:
    - If you arrive to Orientation on a Monday - You will receive the payment of \$500 the Friday immediately after orientation (along with your \$150 orientation pay).
    - If you arrive to Orientation on a Wednesday - You will receive \$500 the Friday following the completion of orientation (along with your \$150 orientation pay).
  - \$4,500 Payment:
    - 6 month anniversary (Must have completed 52,000 dispatched miles)
  - Payments will be made via direct deposit or Comdata card load depending on your weekly settlement preference.
  - The contractor must successfully complete orientation, complete the delivery of their first load, and be actively running to receive the bonus on the payout dates.
  - Up to 50% of any sign-on bonus will be applied toward any debt owed to Risinger.

### **(2) MAP PROGRAM (Lease Purchase Only)**

- **Maintenance Assurance Program (MAP)**
  - Risinger recognizes that maintenance breakdowns can have a negative impact on earning capabilities. To ease the negative impact, Risinger has created a program that will guarantee all Lease Purchase Contractors who experience maintenance issues, are guaranteed a minimum settlement of ***\$1,000/week!***
  - Below are the guidelines to be eligible for maintenance support:
    - Available and ready to run by 8:00 am (CT) on Monday (or no later than the end of your 34 hour reset) and remain available/running through Saturday at noon.
    - You are considered available if your truck is in the shop for maintenance as long as you begin running as soon as the repairs have been completed.
      - If maintenance is completed and contractor is notified before noon, contractor must return to the truck the same day to receive minimum pay support.
      - If maintenance is completed and contractor is notified after noon, contractor must return to the truck no later than the following morning by 10 AM to receive minimum pay support.
    - Support will not be paid if a loaner truck or recovery work is offered and turned down by the contractor.
  - Support amount is calculated on the contractor's net settlement before deducting for cash advances, accident deductibles, child support, and wage garnishments.
    - Example #1 – Settlement check amount is \$850 and a \$200 advance was taken. Contractor would not be eligible for additional support, since the gross settlement would have been \$1,050 had the advance not been taken.

Disclaimer: This program is not a contractual obligation and is offered to all eligible contractors for the specified time frame above. Risinger reserves the right to disqualify any contractor at any time for any reason at its sole discretion. As with all bonuses you must be actively running on the day of the payout or your bonus will be paid on the first available settlement date after you return to running with Risinger. Up to 50% of any bonus will be applied to any debt owed to Risinger. Additionally Risinger reserves the right to modify or discontinue the program at any time at its sole discretion.

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- Example #2 – Settlement check amount is \$925, which includes a \$100 deduction for child support. The contractor would not be eligible for additional support since his/her gross settlement would have been \$1,025 without the child support deduction.

### **(3) Road Warrior Program**

- **Eligibility** – All drivers operating under Risinger’s authority will be automatically enrolled.
- **Road Warrior Disqualifications**
  - Drive less than 26,000 manifest miles or 52,000 for teams in the quarter
  - Receive any UNSAFE CSA points
  - Receive a Speeding Ticket
  - Receive an Out of Service violation in Hours of Service
  - Receive 30 or more points in a single inspection
  - Have an At Fault Accident exceeding \$2,500
  - AS WITH ALL BONUSES, UP TO 50% WILL BE APPLIED TO ANY DEBT OWED TO RISINGER
- **Levels of Recognition** –
  - Gold Status – Drivers meeting all above requirements for the last calendar quarter
  - Diamond Status – Drivers who met Gold status for 4 out of 6 consecutive quarters

#### **Gold Status Recognition and Reward**

- Welcome Rewards for 1<sup>st</sup> time Gold Status qualification – Carhartt Jacket, T-Shirt, and Risinger hat.

#### **Diamond Status Recognition and Reward**

- Welcome Reward for 1<sup>st</sup> time Diamond Status qualification - \$150 “You Pick It Prize”

#### **Quarterly Bonus:**

- Tier 1: Contractors that have been with Risinger less than one year will not receive a bonus. This group is already receiving their scheduled sign on bonus during year one.
- Tier 2: Contractors that have been with Risinger 1-5 years; \$.03 p/mile for all miles driven.
- Tier 3: Contractors that have been with Risinger 5 or more years or have achieved Diamond status; \$.04 p/mile for all miles driven.

Also, please know that we will re-evaluate your Tier Level and Status every quarter to see if you qualify for a better Tier. For example, if you are currently in Tier 2 and reach 5 years of service or become a Diamond Driver, you will be eligible to go to Tier 3 for the following quarter and receive the current Tier 3 rate for all miles driven. Once you are in a higher tier you cannot go backwards! Meaning once you hit Tier 3 you will receive the highest level of Road Warrior Bonuses currently offered.

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